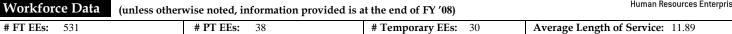
Department of Inspection & Appeals Facts - FY '08

http://www.state.ia.us/government/dia/index.html

General Information

Address: Lucas Building 321 East 12th Street Des Moines, IA 50319-0083

Des Monies, 1A 30317-0003



	Employee Age Groups			Supervisor Age Groups			oups	<u>Females</u>		<u>Males</u>	
<25	1	45-54	180	<25	0	45-54	13	# of Females:	335	# of Males:	196
25-34	53	55-64	143	25-34	1	55-64	21	% of WF:	63.09%	% of WF:	36.91%
35-44	139	65+	15	35-44	8	65+	0	Average Age:	48.29	Average Age:	49.03
Employ	yee Avera	ige Age:	48.56	Supervis	or Ave	rage Age:	52.58	Average Length	of Service: 11.49	Average Length	of Service: 12.57

Minorities		Breakout of Mino	<u>rities</u>	Non-minorities	
# of Minorities:	34	# of African-American:	10	# of Non-minorities:	477
% of Workforce:	6.40%	# of Asian:	11	% of Workforce:	89.83%
Average Age:	44.49	# of American Indian:	4	Average Age:	48.83
Average Length of Service:	10.72	# of Hispanic or Latino:	9	Average Length of Service:	11.91

Persons With Disabil	<u>ities</u>	Persons With Non-Disabilities		
# of Persons With Disabilities:	35	# of Persons With Non-Disabilities: 457		
% of Workforce:	6.59%	% of Workforce:	86.06%	
Average Age:	54.24	Average Age:	48.05	
Average Length of Service:	16.71	Average Length of Service:	11.25	

Officials/Administrators Professionals		Technicians	Protective Service: Sworn
EEO Category 1: 32	EEO Category 2: 413	EEO Category 3: 4	EEO Category 4: 0
Protect. Serv.: Non-Sworn	Administrative Services	Skilled Craft	Service/Maintenance
EEO Category 5: 0	EEO Category 6: 82	EEO Category 7: 0	EEO Category 8: 0
Separation Rate: 8.78%	Hire Rate: 11.78%	Number Hires: 53	Transfer In: 6
Retirements: 13	All Terminations: 6	Voluntary Quits: 19	Transfer Out: 6

# of Classes Used: 61	Most Populous Classes: Public Defender 2 (89), Health Facilities Surveyor (86), Investigator 3 (33)				
Separations - By Class:	Health Facilities Surveyor (10), Public Defender 2 (6), Gaming Representative 2 (3), Health Facilities Officer 1 (3)				
# Eligible for Retirement:	112 in next 5 years	% Eligible: 21.09%			

Leave and Benefits (unless otherwise noted, information provided is at the end of FY '08)

Vacation Payouts: Sick Leave Payouts:		Annual Payroll:	Avg. Base Salary:	Overtime Days Worked:	
\$177,682.76	\$23,860.79	\$34,154,391.91	\$62,247	68.3	
Overtime Cost:	Reassignment Pay:	Recruitment Bonus Pay:	Retention Pay:	Exceptional Job Performance Pay:	
\$19,820.99	\$0	\$0	\$0	\$3,500.00	
Workers' Comp Payouts:	Vacation Pay - Earned	Vacation Days Earned:	Vacation Used Expense:	Vacation Days Taken:	
\$0	Value: \$2,680,212.03	10,961.7	\$2,390,870.17	9,856.8	
Workers' Comp Days	Sick Leave Days Earned:	Reg. Sick Leave Used	Reg. Sick Leave Days Used:	Converted Sick Leave To	
Used: 0	9,219.0	Expense:	4,083.5	Vacation Days Used:	
		\$930,448.97		1,274.7	
	Sick Leave -Earned		Avg. Sick Leave Days Per EE:		
	Value:		7.69	Converted Sick Leave To	
	\$2,114,882.01			Vacation Used Expense:	
				\$328,116.21	
Injury Leave Used	Injury Leave Days Used:	Classification Appeals:	<u>Reclassifications</u>	<u>Grievances</u>	
Expense:	0	0	Up (Filled): 15	Contract Grievances: 4	
\$0			Up (Vacant): 0	Disciplinary: 3	
Funeral Leave Used	Funeral Days Used:	Extraordinary Pay:	Down (Filled): 7	Language: 1	
Expense:	182.0	\$3,957.60	Down (Vacant): 0	Non-Contract Grievances: 0	
\$41,369.71			Lateral (Filled): 0	Disciplinary: 0	
Jury Leave Used	Jury Leave Days Used:	Special Duty Pay:	Lateral (Vacant): 0	Language: 0	
Expense:	10.0	\$0	Approx. Annual New Cost of	Arbitrations: 0	
\$2,206.29			Reclassified Positions:*		
			\$117,696.80		
	1	i			

^{*} based on difference between average of old and new pay grade FY '08. Vacancies and laterals were not calculated into the "cost."

Affirmative Action (Remedial Underutilization [RUU] and Remedial Hiring Goals)

Females: Current Year (FY '09) RUU:	N/A	Minorities: Current Year (FY '09) RUU: N/A	PWD: Year (FY '09) RUU: 19
Current Year (FY '09) Goal:	N/A	Current Year (FY '09) Goal: N/A	Current Year (FY '09) Goal: 6
Goal Achievement (FY '08):	No, 0/2	Goal Achievement (FY '08): No, 0/1	Goal Achievement (FY '08):No, -3/19

Sources: AS400 Queries; "Just the Facts for FY08" Almanac; Department of Management; DAS-HRE Labor Relations Team and DAS-HRE Personnel Officers.

Date of Completion: February 10, 2009

